



Advice to Relevant Unions

Advice in accordance with Clause 3(a), Schedule 3 of the CSIRO Enterprise Agreement

Business Unit: **Land and Water**

Date: **April 2016**

Contact for further information:

Details of the circumstances causing the potential redundancy situation

CSIRO's Strategy 2020 has a clear vision to make CSIRO Australia's innovation catalyst to help deliver on the Government's desire to use innovation to drive growth, productivity, export and jobs. As part of the process of implementing the new 5 year strategy, CSIRO undertook a series of science investment (SICOM) process into deeper engagements with each Business Unit – or “deep dives” at the end of 2015. The objectives were to understand any significant or imminent market shifts and their impact on Australia, determine what science investments would best prepare Australia for these shifts, and identify where to position Australian innovation to take advantage of these shifts.

In response to the CSIRO 2020 Strategy and to support the implementation of the Land & Water Business Unit Strategic Plan 2015/16, the leadership within L&W have identified the need to reshape the current capability profile in the Business Unit to allow more focused delivery into identified research strategic priorities that present strong science and impact opportunities including potential for growth of external revenue.

The proposed reshaping of capability across L&W has been foreshadowed in Land and Water's 'Deep Dive' presentation on 27 November 2015.

Predicted staff reduction as a result of L&W's restructuring proposal is up to 67 FTE, reshaping with an additional approximately 20 FTE new positions recruited into areas identified for growth. Land and Water business unit will establish a new research group to focus on climate adaptation and mitigation. The staffing opportunities arising from this are still being defined.

Impact of the proposed change upon science, research capabilities and/or support for these areas.

Focused reductions or identified needs to reshape research delivered by L&W Capability means that there is a need to reduce research capability in L&W by up to 67 FTEs across the whole Business Unit but with most impact anticipated in the following areas

- Biodiversity, organismal ecology, restoration ecology and landscape management
- Routine chemical analysis and analytical services
- Urban Water & systems research
- Behavioural, Political & Social science advice and consultancy
- Soil Archive and sample maintenance

The anticipated number of officers affected and their level, functional area and location.

Note: Where the provision of this information will allow an individual officer to be identified, all but the identifying information has been made available.

The anticipated number and classification of officers (Roles) likely to be **impacted** is up to **85**:

| Indicative classification | Research Science | Research Projects | Support (other functional areas) |
|---------------------------|------------------|-------------------|----------------------------------|
| CSOF3 | | 2 | 1 |
| CSOF4 | | 16 | |
| CSOF5 | 14 | 12 | 1 |
| CSOF6 | 16 | 2 | |
| CSOF7 | 13 | | |
| CSOF8 | 7 | | |

The anticipated **impacted (85)** are in Canberra (17), Melbourne & Tasmania (18), Adelaide (13), Brisbane (21), Floreat (8), Northern Australia (8)

The anticipated number and classification of officers (Roles) likely to be **redundant** is up to **67**:

| Indicative classification | Research Science | Research Projects | Support (other functional areas) |
|---------------------------|------------------|-------------------|----------------------------------|
| CSOF3 | | 1 | 1 |
| CSOF4 | | 14 | |
| CSOF5 | 9 | 9 | 1 |
| CSOF6 | 12 | 2 | |
| CSOF7 | 11 | | |
| CSOF8 | 7 | | |

The locations of redundant officers from within the locations specified above may vary based on the outcome of a group process.

Further specifying by functional area, classification and location may allow identification of individuals where smaller numbers are impacted.

The method of identifying potentially redundant officers.

Numerous strategic and detailed operational planning discussions have been held with both Sector and Business Unit leadership teams, involving other senior leaders as appropriate (Research Group and Team Leaders, Senior Project Leaders) to ensure that, based on on-going requirements, the correct skill sets and then individuals are identified.

The broad ranges of skills of identified individuals have been considered with all options of redeployment opportunities across the Business Unit explored. Plans currently underway to significantly reshape some capability areas have reduced in those areas the number of impacted officers identified. Discussions with other Business Units will be conducted in line with standard redeployment processes.

We have also considered Business Unit staff who have nominated for Voluntary Redundancy Substitution and are in a position to accommodate a number of those requests at this stage.

Where individuals will be identified from a group of staff the proposed process, will be in accordance with Clause 5 of the CSIRO Agreement as follows:

| Due Dates | Actions |
|-----------|--|
| May 2016 | Staff to provide (<i>L&W Leader</i>) with comments on the process and raise any concerns or issues via email or by appointment if preferred. This feedback can |

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| | include any feedback on the names of other managers who are nominated to assist (<i>L&W Leader</i>) and the proposed role and capabilities in accordance with the Work Classification Standards. Staff should also advise the HR Manager if they are interested in voluntary redundancy substitution. |
| May 2016 | (<i>L&W Leader</i>) will confirm the final identification process after considering any feedback from staff. They will also confirm that the assessment will be completed by (date) after considering any feedback from staff. The timeline can be shortened at any time with the agreement of staff. |
| May 2016 | Staff may choose to provide information to (<i>L&W Leader</i>) – can be in a written statement or via a discussion. |
| May 2016 | (<i>L&W Leader</i>) will meet with individual staff to provide them with their assessments against the role and capabilities in line with the CSIRO Work Classification Standards. |
| May / June 2016 | Staff have the option of providing (<i>L&W Leader</i>) with feedback on their assessments via email or by appointment if preferred. |
| May / June 2016 | (<i>L&W Leader</i>) will confirm the outcome after considering any feedback from staff. |
| June 2016 | Identified staff from the above will be advised and we will discuss Redeployment and Redundancy details as indicated in Clause 6(a) of Schedule 3 of the CSIRO Enterprise Agreement |
| Any other relevant information | |
| L&W is available for regular meeting with the CPSU to discuss progress and any arising concerns or feedback during the implementation timetable set out above. | |

When completed this form should be forwarded to Sam Popovski at sam.popovski@cpsu.org.au